



Advocate

Arkansas Department of Correction

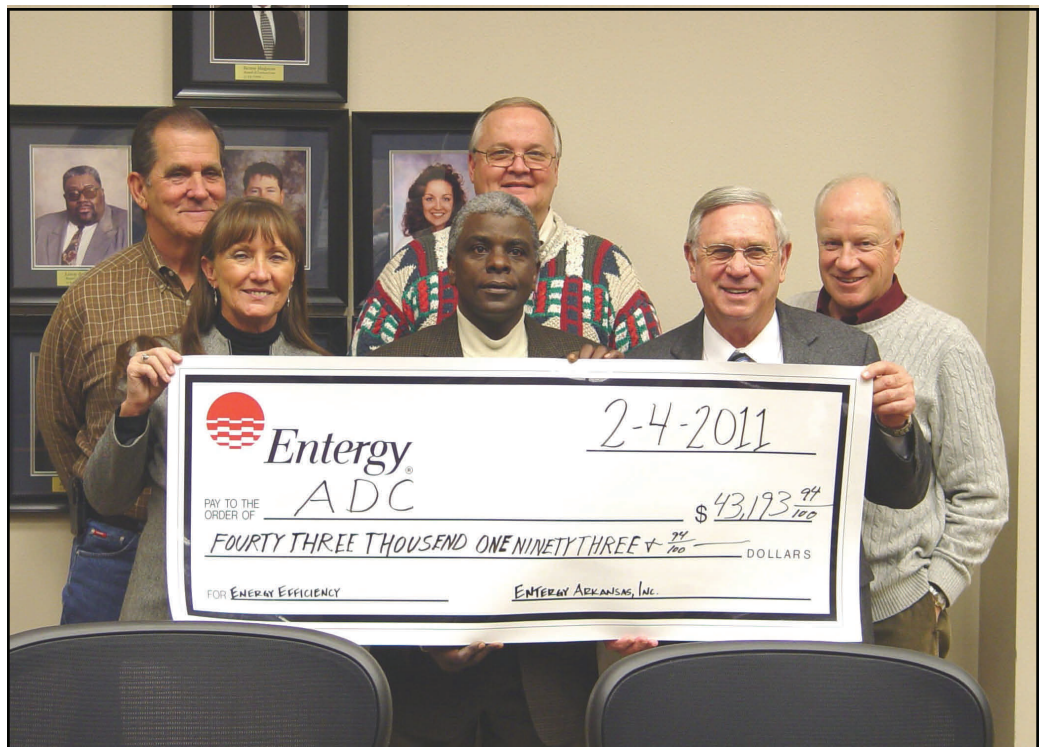
March 2011
Employee Newsletter

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ADC receives return on energy improvements



Big rebates — ADC staff members are presented with a stimulus check from Entergy for installing more energy-efficient lighting. Back left are, Robert Leggett, Grant Harris and George Brewer, and front left, Shelia Sharp, Ray Hobbs and Leon Starks. The program will save the state almost \$746,000 per year.

On Feb. 4, Entergy presented the ADC with a check for \$43,193.94 as a return on an investment in energy efficiency.

As part of a joint effort between Entergy and the new government energy stimulus plan, the ADC has been busy refitting the lighting and HVAC systems of its four largest units to cleaner, more energy-efficient equipment. The money already saved is impressive.

In the first year, ADC saved the state more than \$590,000. This year, an additional \$156,700 brought the savings to

approximately \$746,000 per year.

Entergy CEM Jeff Richards said the savings is the equivalent of taking 6,920 pounds of carbon dioxide gas from the atmosphere, removing 1,514 cars from the highways, or adding nearly 11,840 acres of forest land back to the environment.



Jeff Richards, CEM
Entergy Arkansas

Director's Corner



Ray Hobbs
ADC Director

*First a howling blizzard woke us,
Then the rain came down to soak us,
And now before the eye can focus --
Crocus.* **Lilja Rogers**

I haven't noticed Crocus, but the Daffodils are blooming and the birds are chirping. Spring is just around the corner, but we haven't exactly made our way to the next season, have we?

Day Light Savings Time goes into effect on March 13, extending the length of our days, and the first day of spring officially arrives March 20.

Department Briefs

Attention! If you haven't been out to the ADC Training Academy lately, a few changes have taken place. Familiar faces like Dianna Wilson, Greg Courington, Angela Bookhard, Joey Smith, and Andrew Hradecky are moving on to other duties or retirement.

Well, stand at ease. New instructors will be in place soon.



Traditionally, this is the time for freshening up our homes before the hectic and hot summer season begins. Sweep away those dust bunnies before Easter, folks. We all know it's tough to make time for spring cleaning when preferable warmer weather past-times, like golf and fishing, are waiting.

But let's take a little time and focus on spring and what it signifies, both personally and professionally.

Most of us associate spring with some type of renewal and often that involves cleaning and de-cluttering. Health experts say that de-cluttering is a good thing because clearing physical clutter also makes room in our heads and hearts, as well as in the home. One expert put it like this: "We can also have mental and emotional clutter blocking the flow of energy in our lives, and clearing this out is guaranteed to help improve our emotional wellbeing. Examples include undone/unfinished tasks; people/activities that drain you of energy; remaining angry at people; busyness – filling up your schedule with activities you feel duty-bound to do, and leaving no time to nourish

your soul and refresh your body."

This really makes sense if you think about it.

De-cluttering equals sharpness, physically and mentally. The clutter of complacency is one of the worst things that can happen in our business. We have to stay sharp and on our toes to make sure that all the policies and procedures of our routine business are followed.

So here's to the season of spring cleaning and de-cluttering. Let's celebrate it and do what we can to make room for a little renewal, but by all means, don't look around and become overwhelmed. That would defeat the purpose.

Identify areas that need de-cluttering, break them down into small jobs and do a little bit every day.

I was told some time ago that the best way to get rid of things stacked up around me was to ask three questions: Do I love it? Do I need it? Do I use it? When you get those answers – yes or no, you'll have the tools to de-cluttering your home and mind.

AACET has been very active these days and just wanted to let everyone in the ADC know what's happening;

Pinnacle Awards — sponsored by AACET and CMS, honored employees from each unit for service along with Employee of the Year awards for both ADC and CMS.

New Payroll Deduction codes for AACET dues, Delta Dental, and Delta Vision.

In-Line-of-Duty Death Benefit – an increase in death benefits for member plans; Gold-\$10,000, Silver-\$7,500, and Bronze-\$5,000.

Ball and Chain Golf Tournament May 23 at Harbor Oaks Country Club, Pine Bluff.

Also, during the last quarter, Santa Central assisted more than 30 employees and their families over the Christmas season. Congratulations and thanks to everyone who took part in these worthwhile endeavors.

Get ready competitors – the dates for the 2011 Police Olympics are set and pre-registration is now open.

The Bass Tournament will be held on April 26 at Greer's Ferry going out from Devil's Fork Landing. The summer games will be held the week of June 6-11 and payment for events isn't due until the day of the event. Go to www.arkansaspoliceolympics.org and pre-register today.

2011 BCOT Class Q Graduates

Feb. 4, 2011



Michael Anderson, Jr., Jerry Atkins, Marvin Blackmon, Hunter Boles, Lenard Brown, Robert Carroll, Kimberly Catchings, Justin Clark, Cleora Cleveland, Fidel Cobb, Brandon Culbreath, Grace Delany, Christopher Dyer, Thomas Edwards, Tolishea Ellis, Brodie Faughn, Steven Freeman, James Harrell, Verna Harris, Jeffery Haynes, Jacob Hensley, Joshua Hill, Leasa Hixon, David Holder, Gary Jackson, Antonio Johnson, Candice Jonga, Keith Jordan, Martha Lacy, Chandra Looney, Timothy McGregor, Dana McKnight, Angela Melton, Juanita Mills, Hope Mitchell, Tevin Murry, Kendrick Nelson, Nicholas Parker, Jasmine Phillips, Johnny Rhodes, Kanya Ricks, Jabari Smith, Brandi Snyder, Harrison Steel, Anthony Vergara, and Robert Young, Jr.

AACET



NEEDS YOU!

**CONTACT YOUR H. R. REPRESENTATIVE OR
GO TO WWW.AACET.COM TODAY!**

More Department Briefs



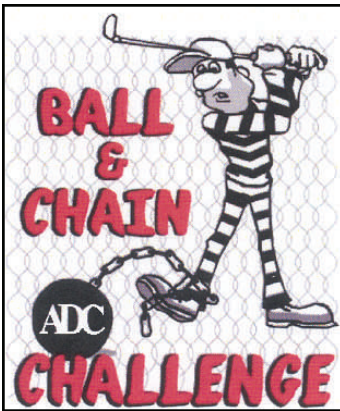
The ACA Winter Conference in San Antonio, Texas, took the chill off, but for Nancy Koonce, Greg Harmon, Stephen Williams, Randy Watson, and Wendy Kelley, the trip was a little sweeter.

Besides receiving training and other useful information at various seminars, Wardens Harmon of Wrightsville, Williams of Tucker, and Watson of Benton received re-accreditation for their individual units. Congratulations guys for maintaining and upholding such high standards of excellence.



The Blizzard of 2011

Ball and Chain Challenge 2011 tournament swings into action May 23



Attention all you swingers out there. As the snow melts and the warm, spring air starts bringing everyone outdoors, thoughts turn to things like **GOLF!** Well, the good folks over at the Ball and Chain Challenge know just what you need. The 2011 Ball and Chain Challenge is scheduled for May 23 at Harbor Oaks in Pine Bluff.

The annual golf tournament, sponsored by the Employee Associations of the Arkansas Department of Correction and Arkansas Correctional Industries, is now accepting entries with proceeds going to the Correctional Peace Officers Foundation, the Arkansas Association of Correctional Employees Trust, and a scholarship fund at UALR.

Just like last year, there will be a morning and afternoon round with trophies awarded to the top three teams in both flights after each round. Additional prizes will be awarded to the longest drive for men and women and closest to the pin competitions.

If you've played before, you know that the tournament will be a good time for everyone. There will be lots of food, drinks, and door prizes. Lunch will be provided for the morning round after play and for the afternoon round before tee-off. Interested?

Pre-registration to public agency employees and guest team members is now open until May 2. Vendor sponsors may also register if tournament sponsorship accompanies registration. Open registration will be open after May 2. For more information and prices, call (870) 267-6372 or (870) 267-6370. Remember to include payment with your registration. We'll be looking for you!



Saint Patrick: Man, legend & icon



Yes, Virginia, there is a Santa Claus. Oops, wrong holiday. Aye, Kathleen, there really was a St. Patrick! Although many would find it difficult to believe Ireland's patron saint wasn't Irish at all!

Captured and sold into indentured slavery at age 16, the man we know as St. Patrick was actually from the British Isles. After escaping back to England, he felt the calling and became a Catholic priest. Afterwards, he returned to the Emerald Isle practicing and teaching Christianity, using the native shamrock as a symbol of the holy trinity.

It was the legend of St. Patrick driving all of the serpents from Ireland that brought him lasting fame. Though never canonized by a pope, his name does appear on the church's List of Saints. His body rests in Downpatrick and March 17 is recognized as the day of his death. With the exception of restaurants and pubs, most businesses in Ireland close to celebrate the day as a religious holiday.

The tradition of "wearing the green" is significant to the green and gold worn by St. Patrick as a Bishop, keeping at bay any evil spirits who may try to "prick at your soul." In America, the day signifies unity and goodwill to those who are Irish or just want to be. Top 'o the day to ye!

ADC communications' new face



The ADC's Public Services Division has a bright new face. Shea Wilson has joined the crew at Central Office as the new Communications Administrator. She will be working closely with Assistant Director Dina Tyler in public information.

Shea is a graduate of Southern Arkansas University, with a bachelor's degree in Mass Communications/Journalism and a minor in Broadcasting. A native of Bearden, Shea was the Managing Editor of the El Dorado News-Times from 1998 until accepting her position with ADC. Her husband, David, is employed with Entergy.

The two were in the process of moving to their new home in White Hall when the state was hit by a massive snowstorm, which blanketed the area with up to 7 inches of snow. To call her first week on the job "interesting" would be an understatement, but Shea rolls with the punches and is quite excited about her new job.

She will handle much of the public information duties previously held by Dina, with additional work on the ADC website and newsletter. We wish to welcome Shea.

Hawkins Unit hosts first Coretta Scott King Women's Conference



Miss Arkansas 2010 Alyse Eady shares the spotlight with Warden Greg Harmon.

Members of the Arkansas Martin Luther King, Jr. Commission visited the Hawkins Unit for Women in Wrightsville for the first Coretta Scott King Day Women's Day Conference. The day-long event held on Feb. 15 was a joint effort to empower and assist female inmates in the prison system.

The Commission, along with members of various state agencies (from the ADC and DCC to the Department of Workforce Services and Department of Human Services), provided information and advice to the Hawkins residents, who will soon be paroled and re-entering society. Information was provided to help prevent the women from returning to the lifestyles and choices that first brought them to prison.

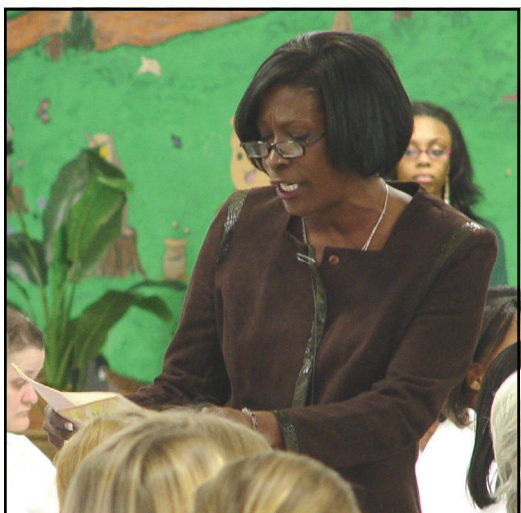
DuShun Scarbrough, Executive Director of the MLK Commission, said the idea behind the Conference was to recognize the multi-culturalism of the women in prison and to pass on the principles of Martin Luther King, Jr. of non-violence, tolerance, and love. The theme was "I am Every Woman."

"We're not here to erase what has happened in the past, but to empower these women with programs and information to help get them back into society without feeling helpless and abandoned," he said. Although the program is new and different, Scarbrough and the organizers believe it will work.

Guest speakers included Alyse Eady, Miss Arkansas 2010; Linnsey Sanders and Joe Franklin of DWS; Pat Brown of the Arkansas Economic Development Council; Lee Turner of DHS and Joyce Raynor of the Center for Healing Hearts. But it was Carlois Reynolds who literally brought the crowd to its feet as she shared the ups and downs of single parenthood and the triumphs that faith helped bring to her life. As mother of champion boxer and Olympic Bronze Medalist Jermaine Taylor, Reynolds was able to share her sense of pride with the other women who are or will be mothers themselves one day. "God's been good," she told the crowd with a wink.

Another highlight of the day came when the volunteers from Red Lobster prepared a lunch of pasta chicken alfredo, cheddar biscuits and lemon cheesecake. After lunch, the women were given the "spa treatment" as volunteers from Unique Brow Art Salon offered tips on makeup, hairstyling, manicures, and pedicures. This was a rare treat for inmates who normally do not enjoy the luxuries of life outside the confines of the prison system.

Inmates selected were within five years of parole and the program will, hopefully, help as they transition from incarceration to freedom. The day served as both an inspiration and a reminder of life without prison.



"God's Been Good!" was the message of hope shared by Carlois Reynolds, mother of boxing champion Jermaine Taylor.



The crew from Red Lobster prepared lunch as part of the day-long program.



Just a dab'll do ya ... makeup and hair stylists donate their time and talents.



Fox 16's Josh Rosenthal shares a laugh with DuShun Scarbrough.

Health Matters

Allergies and you: Types, causes, prevention and treatments



Ah, springtime. Mother nature is at her most beautiful; flowers are in bloom, trees grow lush and green, and the air is filled with the sounds of birds, children and of course, pollen.

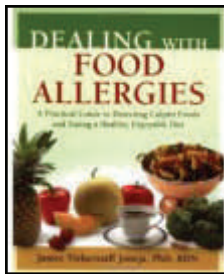
It's enough to make one sick. And to seasonal allergy sufferers, it's no laughing matter. Springtime is fraught with ragweed, dust, and particles of pollen — LOTS of it. It covers everything from cars to buildings and everything else the wind can touch. You can run, but you cannot hide.



Allergies will affect over 36 million people this year at a cost of \$32 billion. Global shifts in temperature have increased pollen and ragweed seasons by nearly 30 days. As of late February, early levels of allergens in Arkansas had already reached medium to high levels.

While there are many forms and causes of allergies, the most common are pollen from trees, grass, and weeds. Other allergens include molds, pet dander, and dust. The effects of these elements usually include stuffy nose, sneezing, itchy or sore throat, red and watery eyes, sinus congestion and heavy mucus production.

Springtime and early fall usually bring on the worst conditions for many sufferers, but other allergies can be far more serious. Even life-threatening.



Allergic reactions to certain foods like nuts and grains to shellfish can cause intense swelling, a loss of breath, or even death. Drugs, over the counter or prescription, have caused reactions that include rashes or peeling of the skin, abdominal cramps, nausea, or worse. A visit with a doctor or allergy specialist can determine if you are sensitive to any of these and prescribe a treatment that works best for you. Treatments may include:

ANTIHISTAMINES – medicines that help your body fight off allergies and their side-effects; prescribed by a physician only.

DECONGESTANTS – usually found in over-the-counter remedies, these can offer short-term relief from symptoms in various forms such as pills, liquids, drops, or sprays. But use cautiously as some tend to raise blood pressure levels or not work well with other medications you may be taking.

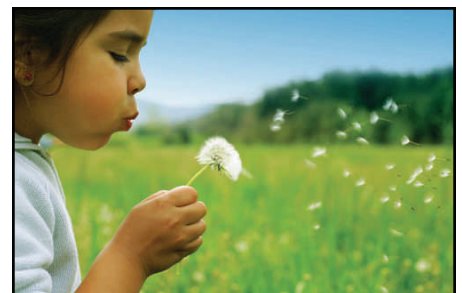
NASAL STEROIDS – prescribed by a physician, these can reduce swelling in the nasal cavities, relieving the pressure associated with congestion.

ALLERGY SHOTS – after a visit with an allergist, these injections will help your body fight off the effects of your particular allergy, but it takes time for your body to actually feel the benefits and are offered by prescription only. Severe cases may require life-long treatment, so see your doctor.



While trying to escape the clutches of your allergies may seem impossible, there are steps that you can take to make the battle less stressful!

When visiting hotels, bring a can of aerosol disinfectant to cut down the amount of allergens in your room up to 99.9%. Avoid activities that put you near to dust or pollen. If outside, wear a dust mask. Use A/C systems as much as possible and check or replace filters regularly.



Try to reduce humidity levels in your home to prevent mold. Use a home dehumidifier and do not water plants excessively. Clean pet bedding, carpets and rugs regularly.

Use vacuum cleaners that use hepa-style filters. And lastly, shower or bathe before bedtime to wash away any pollen or allergens from the hair or skin.

By taking a few easy steps, you can put allergies in their place and enjoy your life again!

Central Office Chili Cook-Off draws hot competition for the best bowl of red



On Feb. 17, Central Office was the spot to fill your bowls and feel the heat of competition as ADC cooks went head-to-head at the Central Office Employees Association Chili Cook-Off. This year, the competition was hotter than ever!

Eight overflowing pots of goodness were there for the judging with ingredients ranging from beef roast to chicken with varying degrees of fire.

So in the end, who's cuisine reigned supreme? First place went to Chris Coody of Central Office; second place went to Susan Kleiner of Central Office with her unique white chili, and third place went to Lisa Free of Varner. Cash prizes ranged from \$35 for first, \$25 for second and \$15 for third, along with bragging rights for all of the competitors.

While this year's cook-off may have been fierce, the real winners were the lucky staff who were treated to all of the chili, crackers, corn chips and cheese that they could eat. Congratulations to everyone who participated. There wasn't a bad bowl in the house. See you next year!



ADC Recipe Corner
Pecan Pie Mini Muffins
 Muriel Mayfield

- 1 cup Brown Sugar
- 1/2 cup All Purpose Flour
- 1 cup Chopped Pecans
- 2/3 cup Melted Butter (Don't use Oleo or Margarine)
- 2 Eggs (Room temperature)

Combine and mix brown sugar, flour, and pecans in a bowl. Set aside.

In a second bowl, combine butter and eggs then mix well. Stir into flour mixture until just moist.

Fill greased (or Pam) and floured mini muffin pan 2/3 full for each muffin. (I use a non-stick pan to cut out the greasing and flouring steps.)

Bake at 350 degrees for 20 minutes. (After about 7 minutes check muffins-some ovens will cook faster)

Remove immediately to a cooling rack.

Makes approximately 30 muffins. Enjoy!

Sausage Vegetable Soup John Dean

INGREDIENTS

- 1 pkg Knorr Vegetable Soup Mix
- 1 pkg Frozen Turnip Greens w/Diced Turnips
- 1 can Great Northern Beans
- 1 can Diced Tomatoes
- 1 1/2 cups Sliced Smoked Sausage
- 3 cups Water
- 3 or 4 Chicken Bouillon Cubes
- Hot Sauce
- Salt and Pepper

Combine all ingredients in a stock pot and simmer until greens and sausage are tender (approx. 30-40 minutes). Add hot sauce, salt, and pepper to taste. If needed, add more water.



GRRRR...
Carl MAD!
 Want Advocate
NOW!

**EASY
 DOES IT,
 CARL!**

Obviously, Carl seems frustrated. But don't worry, Carl, you can access the latest issue of The Advocate online anytime on Spotlight and on the ADC's website until you get your own personal copy!

“Slingblade” co-star Rick Dial visits Ouachita River Unit in Malvern



Actor Rick Dial, left, and Deputy Warden Fred Campbell during a recent ORCU visit.

While it’s not uncommon for movie stars to go to jail, very few actually take the time to drop by for a visit. Rick Dial, a Malvern native and good friend of Deputy Warden Fred Campbell, has been in more Oscar-winning films than most people know. Having starred in supporting roles with the likes of Billy Bob Thornton, Robert Duvall, John Travolta, and Jeff Bridges, Dial has become acquainted with many of Hollywood’s A-listers. But deep down, he’s a southern gentleman at heart.

When he’s not singing with his daughter at the First Baptist Church in Malvern, he volunteers his time with the prison ministry program. Discovered by long-time friend Billy Bob Thornton, Dial got his break in a small role in the film “Slingblade.” From there, he’s worked in other Oscar-worthy films such as “Crazy Heart,” “The General’s Daughter,” and “Second Hand Lions.” The former furniture salesman considers himself both lucky and blessed to have had the opportunities presented to him. The prison ministry program allows him the chance to give back to the community, while keeping his feet firmly planted on the ground.

ADC construction crews busy “raising the roof” at Tucker Unit



For Assistant Director Leon Starks and the ADC construction crews, it’s “no rest for the weary.” With several projects in the works at the Tucker Unit including the installation of a new metal roof, refitting the HVAC systems, and adding new boilers, the crews seem like their hands are full. But, that’s the way they like it, Mr. Starks says.

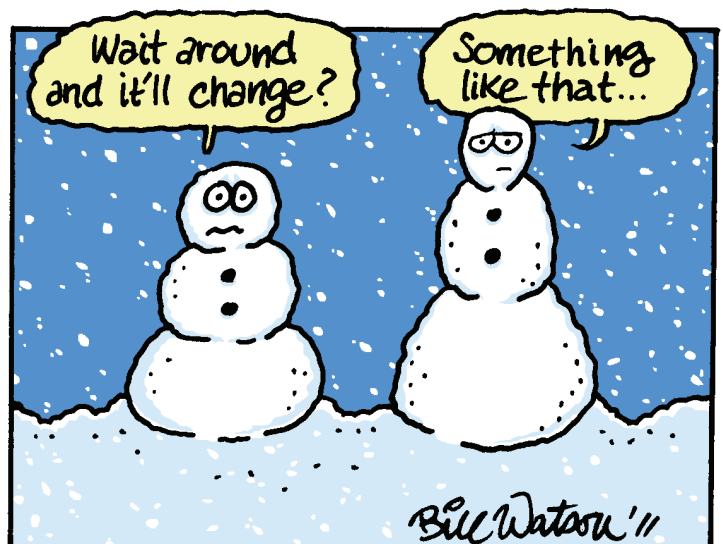
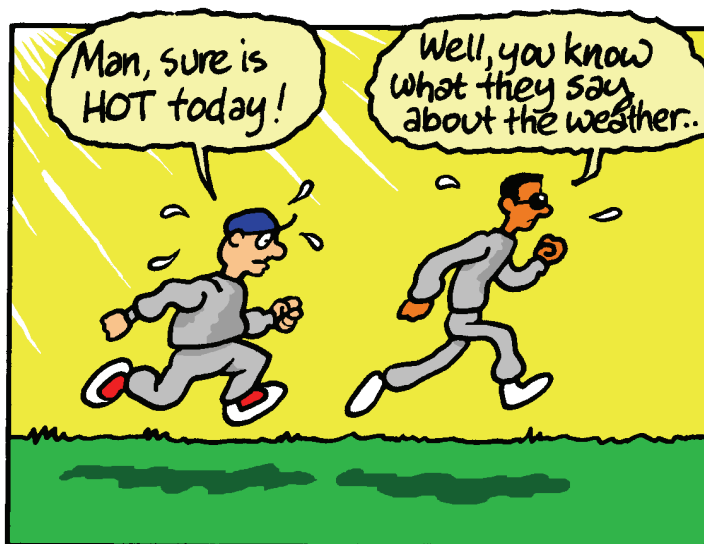
Finishing touches to the Chapel are nearing completion for a re-dedication in mid-March, and plans are being developed for an expansion to the unit’s water treatment plant.

In upcoming issues, The Advocate will be following the crews to other projects at the various units across the state. What’s next for Mr. Starks’ crews? Stay tuned!



The New Blues

by Bill Watson



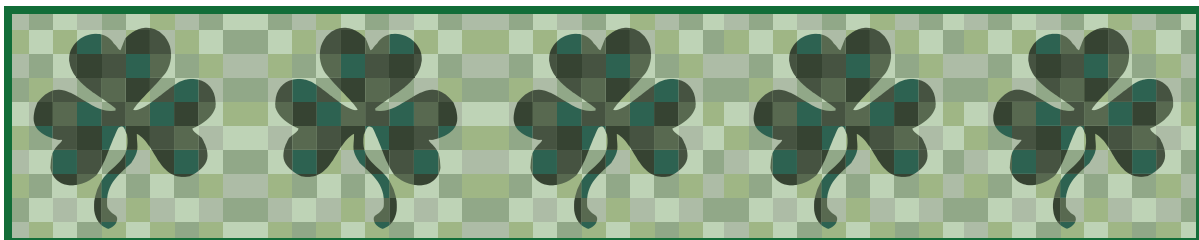
Promotions

Date	Name	Position	Unit
02/06/11	Marcus Etherly	Lieutenant	E Arkansas Regional
02/06/11	Larry Hicks	Captain	Maximum Security
02/06/11	Anthony Jackson	Lieutenant	Maximum Security
02/06/11	Rosieanna Smith	Lieutenant	Cummins
02/07/11	Brenda Parker	Administrative Specialist II	Classification
02/09/11	Jarrod Self	Lieutenant	Tucker
02/14/11	Tabitha Mankin	Payroll Technician	Administration East



New Hires

Date	Name	Position	Unit
02/07/11	Jason Atherley	Maintenance Technician	Construction/Varner
02/07/11	Christy Thompson	Disease Intervention Specialist	Central Office
02/07/11	Shea Wilson	Communications Administrator	Central Office
02/14/11	Toby Hastings	Agriculture Unit Supervisor I	Farm
02/14/11	Marissa Thompson	Administrative Specialist II	Administration East





In-Service Training Protocol

The Training Academy wishes to welcome staff to In-Service Training. The academy strives to promote a professional environment during your learning experience.

Listed below is appropriate attire for In-Service class participation.

Shirt — button up or pull over (please, nothing derogatory, offensive or inappropriate for professional correctional staff, no T-shirts, no sports team shirts).

Shirt and Tie

Slacks — **NO DENIM**, no holes or frayed edges.

Dress/Pantsuit — (please, nothing see through, sleeveless or low cut. Length should be professional and appropriate for professional correctional staff)

Shoes — (no flip flops, sandals, tennis shoes or house slippers).

Uniforms — must meet Department guidelines

Headgear — allowed only outside of building (no derogatory or offensive wording, symbols, etc.).

Sweats/Shorts/Sport Warm-ups — will be considered appropriate only in classes containing physical activities – not during normal In-Service classes.

Smoking is not allowed on Academy property.

Please observe break times and lunch periods.

Cell phones or pagers need to be on vibrate or silent while in the classroom.

Students arriving more than 15 minutes late for the starting time of a class, or more than 15 minutes late from a break/lunch will be dismissed

MARCH TRAINING SCHEDULE

Date	Title	Time	Length	Location
1	Administering Discipline (ML I)	8:00	4 hrs	TA
1	Performance Evaluation (ML I)	12:30	4 hrs	TA
1	Attitude Virus	8:00	4 hrs	TA
2	Fair Labor Standards Act (MLI)	8:00	4 hrs	HR
2	Fish Philosophy	8:00	8 hrs	TA
3	Cultural Awareness (ML II)	8:00	4 hrs	HR
3	Performance Evaluation (ML I)	12:30	4 hrs	HR
3	Interpersonal Communications	8:00	8 hrs	TA
4	Advanced eOMIS for Security	12:30	4 hrs	HR
7-8	Pressure Point Control Tactics Refresher	8:00	16 hrs	TA
8	Lessons from Leadership	8:00	8 hrs	TA
9-10	Management Effectiveness Training (ML I)	8:00	16 hrs	TA
9	Structured Interviewing (ML II)	8:00	4 hrs	HR
14-18	40 hr Security for Non-Security	8:00	40 hrs	TA
15-17	Chemical Agent Instructor Certification	8:00	24 hrs	TA
17	Behavior Based Safety Training (VS)	8:00	4 hrs	HR
22	Accident Investigation and Reporting	8:00	4 hrs	HR
22	Sexual Harassment/Misconduct (ML I)(VS)	8:00	5 hrs	TA
25	Basic eOMIS Training	8:00	4 hrs	HR
25	eOmis Training for Security	12:30	4 hrs	HR
28	ADC Back Safety & Ergonomics (VS)	8:00	4 hrs	HR
28-April 1	Firearms Instructor Certification	8:00	40 hrs	TA
30-31	Introduction to Management (ML II)	8:00	16 hrs	TA
TBA	Fire and Safety Certification		40 hrs	

For a complete listing of class schedules, updates, and changes please feel free to look up In-Service Training on the ADC Spotlight!

OPEN ENROLLMENT (Year round Classes)

- **Internet-Based e-Learning Classes.** (*for managers and supervisors only*) Classes provided by National Institute of Corrections Visit www.nicic.org. *You must get approval from your Unit Trainer before taking any e-learning classes.
- **Open enrollment, Inter-Agency classes** are offered to all staff members in Little Rock. They vary in length.
- Classes are also offered through the **Criminal Justice Institute** in Little Rock.

Your unit trainer has more information about Criminal Justice Institute, Inter-Agency, E-learning and other classes.

“May you live as long as you want and never want as long as you live!”

-Old Irish Blessing

APRIL TRAINING SCHEDULE

Date	Title	Time	Length	Location
1	Basic eOMIS Training	12:30	4 hrs	HR
4	Sexual Harassment/Misconduct (ML I)(VS)	8:00	5 hrs	TA
5	Administering Discipline (ML I)	8:00	4 hrs	TA
5	Performance Evaluation (ML I)	12:30	4 hrs	HR
6	Fair Labor Standards Act (ML I)	8:00	4 hrs	HR
6	Interpersonal Communication (ML I)	8:00	8 hrs	TA
7	Cultural Awareness (ML II)	8:00	4 hrs	HR
11	CPR Training (ML I)	8:00	8 hrs	TA
12	Health & Safety Plan for Supervisors	8:00	4 hrs	HR
13	Structured Interviewing (ML II)	8:00	4 hrs	HR
13-14	Management Effectiveness Training (ML I)	8:00	16 hrs	TA
15	Security eOMIS Training	12:30	4 hrs	HR
18-19	PPCT/SKD Refresher	8:00	16 hrs	TA
19	Grievance Prevention & Handling	8:00	5 hrs	HR
22	Advanced eOMIS Training-Security	12:30	4 hrs	HR
27-28	Introduction to Management (ML II)	8:00	16 hrs	TA
29	Phenomenal Woman	8:00	8 hrs	PBCC
TBA	ALETA Investigations Training	8:00	40 hrs	TA
TBA	Emergency Preparedness (ML II)	8:00	16 hrs	TA
TBA	The Human Element	9:00	16 hrs	TA
TBA	Fire & Safety Officer Certification	8:00	16 hrs	TA

If you are unable to access Spotlight, contact your Unit Trainer. They will have the latest Training Schedules available!

ADC Honor Guard upholds tradition of service



Sgt. Laurel Hooks understands tradition. As coordinator for the ADC Honor Guard, tradition, honor, and integrity are more than just words. They are virtues that are proudly upheld when the Guard is called upon. But the job isn't about the dress colors.

"We do what we do to serve in a capacity of pride; we do it for honor, not show." The twenty members of the ADC Honor Guard represent their individual units, yet the service of the Guard represents us all.

Whether at public functions, meetings, memorials, or funerals of fallen ADC staff the Honor Guard answers the call day or night, rain or shine. While many of their appearances are through the ADC, other trips and appearances are covered out of their own pockets.

This June, the Correctional Peace Officer (CPO) Foundation will meet in San Antonio, Texas. Members of the Honor Guard will be trying to raise funds to make the trip and represent the ADC.

For more information about becoming a member of the Guard or the CPOF national convention, contact Sgt. Hooks at Laurel.Hooks@arkansas.gov.



**ADC
CALENDAR
OF EVENTS**



MARCH 2011

**13 Daylight Savings Begins
17 St. Patrick's Day
20 Spring Begins**



APRIL 2011

**1 April Fool's Day
22 Good Friday
Earth Day
24 Easter
27 Administrative Professionals Day**

**Special Events?
Unit Functions?
Announcements?
Conference Dates?**

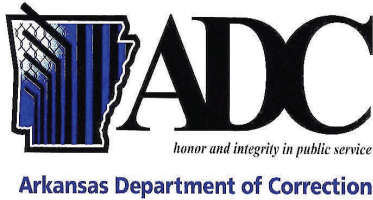


Then just tell it to the guys at The Advocate! We will be glad to post your date for all to see, so just send your information to Bill.Watson@arkansas.gov and let everyone know!

ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



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The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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Parting Shots

